

# Board of Trustees, Unitarian Universalist Church of Nashua

**Date of Meeting:** February 13th, 2025

**Attendance:**

**Present:** Rev. Allison Palm, Erin Scott (Ministerial Intern), Lindsey Hedrick (President), Burns Fisher (Vice President), Karen Murray (Clerk), Emma Rearick (Treasurer), Cecile Bonvouloir (Member at Large), Victoria Agnew (Member at Large), Paul Cardone (Member at Large), Robin Trudel (Member at Large), Amanda Banner (Member at Large)

**Absent:**

**Board Minutes Review Log:** *Five Board Member reviewers are needed to approve as a consent agenda at the next available meeting. This is just a spot for recording these reviews and are not intended as the overall approval.*

Continue to next pages for minutes.

FYI Template wording for motions:

- Making a motion: "I move that we adjourn the meeting."
- Seconding a motion: "I second the motion."
- Approving a motion: "The motion is adopted" or "The motion carries."

## Agenda

6:30 (20)      **Check In**

6:50 (5)      **Chalice Lighting:** Story Telling (Responsibility - Victoria)

6:55 (5)      **Follow Up Story Telling** (Open)

7:00 (5)      **Consent agenda** (Lindsey)

The minutes for January will be reviewed at our next meeting in March.

7:05 (30)      **Minister's Report** (Rev Allison)

Points of interest that Allison summarized:

BOV - Progress is moving, and the construction and architecture teams are learning how to work well together. Interviews are underway for coverage for Ericka's leave.

7:35 (30)      **Deschamps Fund Restricted Endowment** (Lindsey)

After last month's meeting where it was determined that there is money from this restricted fund but the church had no program that it seemed appropriate to use it for, it was decided to find two groups to donate to, one to support incarcerated women, and one for children. Lindsey had presented the idea of splitting the funds to the Invested Funds Committee and they liked the idea. The fund was originally for children who have experienced trauma, so they researched 3 potential options. One was a foster care organization called Pass Along Project. FARE is another one where they foster grants for children's activities such as dance, or school supplies etc. They were unclear if they were 501c3 certified. A third is the Children's Law Center of NH. Lindsey shared the overview information about the group, and the support they give to children.

Burns made a motion to liquidate the Deschamp fund and give half to the Children's Law Center of NH, and the other half to Oh So Beautiful: The Women's Reentry Initiative.

Cecile seconded the motion. Motion passes 10-0-0

8:05 (5)      **BREAK**

8:10 (15)      **Recap of Sunday's service on the Ends statements** (Lindsey)

Last Sunday's service the Board explored the Ends as the main part of the service where we each took an End and said something about each one. We debriefed the service. As a whole we felt it went well, and the information session after led by Amanda was also well done. There was good feedback received afterwards as Erin joined some committee meetings this week. Delivery online had mixed reviews.

**8:25 (5) Cemetery Liaison / Nominating Committee Liaison Check ins**

Victoria shared that the Cemetery Committee will meet next week. They have emailed the finance person to request receiving their endowment money the same way the church receives their money. They also have been looking physically at the cemetery and one example of action needed is to handle the invasive weeds, and a lot of ideas were shared on how to remove them, and who may volunteer!

**8:30 (5) Bylaws Subcommittee**

Burns shared that at our next meeting in March we would talk over the bylaws. They will send a task for review prior to the meeting.

**8:35 (10) Finance Subcommittee Check in**

Emma shared that the subcommittee spoke. She explained that she talked with Frank Grossman and Rob Bate (Financial Records Review Committee) and the finance subcommittee will shadow Frank and Rob as they do the FRR business for the final time. She would also like to connect with Ericka before her parental leave. We will be shadowing the FRR as they review the White Wing and Cemetery groups this year. This information will be considered for how to incorporate into the bylaws.

**8:45 (40) Minister Review Results Discussion (Lindsey)**

Cecile made a motion to enter executive session to discuss personnel details. Burns seconded. Motion passes. 10-0-0

At the conclusion of the executive session we neglected to make an official motion but acknowledged verbally the conclusion as it was the end of our full meeting together.

**9:25 (5) Check Out (Lindsey)**

- How did we do this evening?
- Did everyone feel heard?
  - A note was made that when there are members on Zoom that it is hard to make sure they are included in the discussion.
- Are there any concerns or compliments you want to give to the group?

**9:20 Closing Words (Rev Allison)**

Addendum: Minister's Report

**Minister's Report to the Board of Trustees**

**Rev. Allison Palm**

**UU Church of Nashua, NH**

**February 12, 2025**

**Covering January 6-February 12, 2025**

Worship so far in 2025 has evolved a lot of last-minute pivots and coverage due to illnesses, tech issues, and snow. But through it all, I think we have managed to present services that are meaningful, and seamless to the average congregant. At our last worship associates meeting, we decided we will continue with our own themes for next year. We have a Leadership Summit on the calendar for March 29 and our plan is to make this a theme brainstorming meeting. We will invite specifically the folks who use the themes the most as we did last year, but will open it up to anyone who wants to be a part of the process.

OWL for our seventh and eighth graders continues to go well, and Sadie is starting to think about Coming of Age for that group for next year. Our workshops for younger kids also continue to go well, with good attendance throughout January.

My Biblical Literacy class continued with about 18 people attending each time. I am appreciating the interest and engagement of the group. We have an upcoming four session discussion of the UUA's Common Read for this year, "Authentic Selves." It is being organized and led by Erin and our Welcoming Congregation Team. We hope we'll get good interest for that as well.

We had a great set of Circle Dinners and Kid's Movie Night in January, with 36 adults at dinner, and 17 kids at the movie night.

We had 5 new members join in the last month. We are planning to do a couple after church membership book signing sessions in March to make it easier for folks who want to to join.

The current political climate, and the start of the New Hampshire legislative session has opened up ample opportunities to work for our values. I was grateful in January to see the largest attendance by members of our congregation that I've ever seen at a GSOP meeting, with 10 folks present. I hope that continues into February. A lot of the organizing there is around supporting immigrants, as well as continued housing justice work. Last Sunday, Tori Markiewicz from GSOP came and led a one-to-one training for 20 folks from our congregation and one person from outside. The group committed to trying to have 5 1-1s with folks in the congregation between now and June. The goal is mostly connection and building relationships, and also learning what issues people care about, and what values are most on their mind right now. I hope we will be able to follow through because I think it would be a fruitful exercise for the congregation.

I've also been thinking with our staff about how to respond to the end of the sensitive locations policy, opening churches up to enforcement by immigration officials. We can't do much about our public events or Sunday mornings, but the recommendation is to make sure we are being clear about what parts of our building are private spaces. In our case, our offices certainly qualify for this designation. We will likely put up some signs to that effect. I've also talked with Chris about the preschool.

Our stewardship campaign began on February 2. So far we have raised \$99,953.20 from 28 pledges. Many thanks to the Board for doing the pitch this last Sunday. And a reminder, we will be holding the phone on March 3 in the evening in person at the church and we hope you will join to help with that.

We are actively preparing for Ericka's parental leave, which is likely about six weeks away at this point. Ericka has done an amazing job updating the documents from her last leave that offer detailed instructions about everything she does. She has seven people who have agreed to help with zoom hosting on Sunday morning and is working on getting those who don't know how to do it trained. We did put out a job posting for an 8-10 hour a week Office and Communications Assistant for the 12 weeks that Ericka is out. We've had really good response and have four interviews set up for next week. We would love to get that person on board soon enough that Ericka can do a day of training with them.

We interviewed an intern applicant last week. We are hoping to get other applicants before deciding.

As usual, I wish I had more building updates for you, but we are making progress. They are working on foundations this week and the heating systems continue to progress well. We are,

unfortunately, still on temporary heat for both buildings as of when I am writing this. The Parish House could get hooked up any day now. It does look like we will be able to do the White Wing windows either during April vacation or after the preschool finishes up for the summer, so that we don't have to disrupt classes. Other than that, I haven't gotten any specific timeline updates as of yet. I did have a great conversation this week about how to potentially convert our old pulpit to a moveable sit/stand pulpit. They did this in Sherborn, MA, and the person who worked on it there was happy to share how they did it and also is happy to help us think about it going forward.

### **Professional Development/Collegial Connection**

- Attended weekly meetings with Nashua clergy
- Led Pastoral Innovation Network of New England (PINNE) coaching call from my cohort group
- Attended in-person PINNE Gathering focused on collaboration
- Attended half of a Mental Health First Aid Training. Hoping to cover the info from the other half another time.

### **Community/Social Justice Activities**

- Attended 2 Nashua Housing Justice meeting
- Led the NAIC Exec meeting for January and the NAIC general meeting for February
- Attended GSOP Nashua Chapter Meeting
- Attended and helped with planning a GSOP Clergy Caucus Training in January
- Spoke at the MLK Interfaith Service as President of NAIC

### **Children's Winter Garden with White Wing School**

- Registration continues to be strong, especially for afternoon classes.
- Chris is starting to work on the budget for next year and will be bringing a draft to the March meeting.

### **Minister's Schedule**

- My February Sunday off will be Feb. 16. Erin will lead the service.
- The church office is closed Feb. 17 for President's Day
- I am planning to take some vacation days during the last week of February.
- In March, I will be off March 2. Erin and the PCAs will lead the service.

### **Monitoring Reports**

There are no monitoring reports due for this month, according to the current monitoring calendar.